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ABSTRACT

This document presents one in a series of twenty-three case studies derived from in-depth interviews using a sampling of former participants in the Mountain-Plains program, a residential, family-based education program developed to improve the economic potential and lifestyle of selected student families in a six-state area. Each case study contains the following information about a specific student family: biographical data; participation in the educational and community programs; home, income, placement, and employment data; stated problems and/or satisfactions; summaries of the participants' personal and social development; individual ratings of the program; scripts of personal interviews; interviewer comments; and individual test scores and self-assessments. This document presents specific findings on Leon and Polly Grey Feather, an American Indian couple with four children. The follow-up study reports that Leon was initially employed when they left the program; but now, due to severe economic depression in the area, the family lives on the reservation and receives tribal benefits. (Names in these studies have been changed.) Two other documents are included in the series: a report which examines work and income variables for the group (ED 110 610) and a report which summarizes group findings on personal and social development (CE 014 681). (BM)

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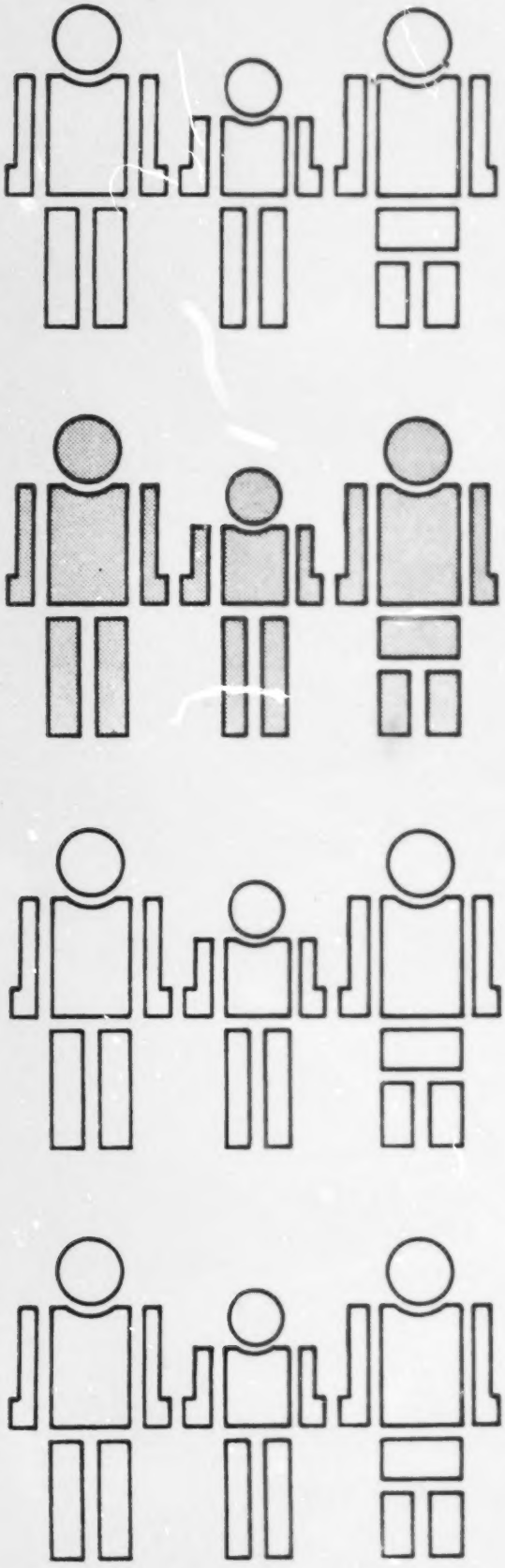

CASE STUDY REPORT #15

Leon and Polly Grey Feather

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MOUNTAIN PLAINS EDUCATION ECONOMIC DEVELOPMENT PROGRAM INC.

CASE STUDY REPORT

LEON AND POLLY GREY FEATHER

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August, 1975

A Product of Research Services Division
David A. Coyle, Director

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PREFACE

Reports in this series are derived from in depth interviews using a stratified random sample of former Mountain-Plains students. Interviews were conducted from November, 1974 through January, 1975 by Mountain-Plains professional research staff. Case Study Report 1 examines Work and Income variables for the group. Case Study Reports 2 through 24 include specific findings on each family included in the sampling. Case Study Report 25 summarizes group findings on personal and social development. A summary of the research design for the Case Study Reports is documented in: Coyle, David A.; Conrad, Rowan W.; and Myers, Douglas D. In Depth Case Study of Exited Families: A Summary of the Research Design for Phase 1 Preliminary Effects Study. Glasgow, Montana: Mountain-Plains Press, 1974. Specific documentation for the instruments utilized in the study are included in either Case Study Report 1 or Case Study Report 25. All names in these studies have been changed.

Michael C. Fenenbock
Series Editor

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CASE STUDY REPORT

LEON AND POLLY GREY FEATHER

BACKGROUND

Prior to entering Mountain-Plains, Leon and Polly Grey Feather were renting a two-room cottage on the outskirts of Hot Springs, South Dakota. At the time Leon was 28, Polly 32, their son Bobby was 9, and their daughter Kathy 2. Both Grey Feathers are American Indians. During the year previous to Mountain-Plains the family received no welfare benefits and earned approximately $5,500 from all sources. Leon had worked off and on over the previous year as a driver's helper, ranch laborer and a construction worker. At program entry he was employed part-time as a garbage collector, although he had been unemployed for some 6 months prior to that. A high school drop-out Leon completed a GED prior to attending Mountain-Plains. Polly completed eighth grade and immediately prior to entry was employed part-time as a kitchen helper at the local Vetrans Hospital. She liked her job and was offered a promotion to full time Civil Service the same week the Grey Feathers were accepted into the Mountain-Plains program.

Both Leon and Polly had tragic past histories. Leon spent several years as a complete alcoholic. The only thing he wanted during this period, Leon recalls, was another drink. Leon also has a felony conviction for a liquor store robbery. "I didn't take any money," he says, but he and some friends got "very thirsty" one night after closing, broke into the store, and stole liquor.

As a consequence of his record, Leon says he cannot obtain certain types of jobs; working in the post office, for example.

This is the second marriage for Polly. Her first marriage ended in divorce and then tragedy--assaulted by her drunken ex-husband in her home, during the subsequent struggle, Polly killed him with a kitchen knife. She still speaks of this event with great difficulty.[1]

PROGRAM PARTICIPATION

Polly was in the early stages of pregnancy when the Grey Feathers entered the Mountain-Plains program in March, 1973. Leon was observed to be personable and outgoing, and Polly to be very quiet and apparently timid. Leon was bitter about what he considered to be numerous instances of past discrimination against him because of his ethnic background (Leon and Polly are members of the Oglala Sioux tribe). Leon's attitude was often one of passively expecting persecution which would sometimes turn to (verbal) aggression as a defense. While not an active member of any Indian organization, Leon was very sympathetic with the American Indian Movement (AIM), its intentions and its leadership. Leon was also unhappy about what he considers to be gross distortions of the character and intentions of both AIM and its leadership by the federal government and by the press in South Dakota.

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[1]Court verdict was self-defense.

The Grey Feathers experienced two major problems while at Mountain-Plains, one was a tragedy--their daughter Kathy was found to have an incurable cancer. Despite help from Mountain-Plains staff and, in fact, the entire base community, in arranging for an Air Force plane and a special trip to a children's hospital in Colorado, Kathy was beyond help and died.

The Grey Feathers also had what they describe as an "inconsiderate, prejudiced, hippy hoodlum" neighbor with a "killer" dog. Conflicts between the Grey Feathers and their neighbor were not amenable to resolution through negotiation. A number of agreements with the neighbor were reached, Leon recalls, but the neighbor refused to abide by the details.

Leon requested a move to another house, which was initially denied for reasons of administrative inconvenience to the Mountain-Plains housing office. This angered Leon greatly because, he said his pregnant wife needed sleep and could not live around a dog that "constantly tried to attack people and barked all the time and people who had continual loud parties." Polly recalls that Leon was not exaggerating, and that in fact she suffered from lack of sleep due to noise from the neighbors. Ultimately, an appeal to the Counseling Department eventuated in permission for Leon to move into another house.[2]

As mentioned, Leon is a reformed alcoholic, and, as is true with many prac-

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[2]The move was never made as by the time permission was obtained Leon's neighbor was ready to exit the program.

ticing and former alcoholics Leon is an excellent "con-artist." His manipulative skills were, to say the least, very well developed. During the program the legitimate problems that Leon encountered with his neighbor and with his daughter's death caused most staff to feel sympathetic toward Leon and, it appears, he was not confronted as strongly as might be desirable with his manipulative behavior. (Further, he may have been allowed to escape "proving up" on certain competencies in his training area as well.

PLACEMENT

Leon exited Mountian-Plains in April, 1974 after 13 months in the program. He obtained employment on the Standing Rock Reservation as an apprentice electrician with Dakota Enterprises at $4.50 per hour. The money allocated to the contractor for the construction of the housing Leon was working on somehow managed to disappear and he was eventually laid off. (The company is now under investigation by federal and local authorities.) Due to the depressed labor market generally and to the perpetually depressed condition of the reservation, employment prospects for Leon are not bright. He foresees no opportunity to work in the area of his specialty. As this is not Leon's home reservation he does not have the kind of family/political contacts necessary to obtain other tribal jobs that come open from time to time. (The tribe is essentially the only employer on the reservation.) He knows he can work, Leon says, if he could leave the reservation but he has no money for a move, and currently has no car. (His last three cars have "blown up.") In fact,

Leon reports, one of his biggest problems is that he bought two cars since Mountain-Plains and both of them "blew up."

Initially the Grey Feathers bought a new trailer home when Leon was working. They were happy with the trailer, however, due to Leon's unemployment, they have been forced to give up the home and now live in a small three room house that is poorly heated and in bad repair. Because of the housing shortage on the reservation, they are paying $100 per month for this barely adequate house!

While the employment picture for Leon is not bright, Polly, who is very good at Indian bead work and an excellent seamstress has applied for a job at a local sewing center and is expected to be hired within the next few weeks at a salary of at least $2.00 per hour.

Money is in especially short supply since the Grey Feathers have added a son, Joey (now 1½) to their family, and a daughter Linda (age 5 mos.) since leaving Mountain-Plains.

COMMUNITY PARTICIPATION

Leon and Polly report they are not involved with the community in any way. Since this is not their home reservation, the Grey Feathers are outsiders and say the option for community involvement is not really there. They feel no responsibility of any type to their current community. The Grey Feathers report they have never voted and, Leon says, "I don't plan to vote until an

Indian runs for President!" Leon's favorite leisure activity is shooting his bow and arrow, Polly's is sewing. Leon also reads a good deal, and, other than that, they report their hobby as "chasing the kids." (There is apparently a strong parent-child relationship.)

The other activity they engage in (when they are able) is trips with their children, to visit relatives, or for out-door activities. At Mountain-Plains Leon and Polly were very involved with the Indian Club. In fact, Leon initiated the Indian Club basketball team. Currently, the Grey Feathers report, they are less extensively involved with the community and outside activities than they were at Mountain-Plains. "We are not into anything now," Leon says, "we're just stay-at-home types."

PERSONAL AND SOCIAL DEVELOPMENT

Leon scores at the norm on powerlessness; whereas Polly scores above. Leon scores above norm on the anomie as does Polly. (See Figure 3.) This tends to indicate that both Grey Feathers feel somewhat powerless to alter their social situation and that neither is integrated in (and seem to be alienated from) their social field. The test scores are given validity by the Grey Feathers observation that (1) since this is not their home reservation they are outsiders and not part of the system, (2) the system runs largely on influence and they have none, and (3) they are fairly powerless to alter their situation.

Leon and Polly feel they now cope with everyday problems well. For example, Leon says, when their last car blew up, "We just turned it back rather than

ruin our credit." Both feel a little dissatisfied with their current life situation. Leon because there is no work, he has a "bad house" and he dislikes the town. Polly is dissatisfied with the town and with "the people around here." The reason they dislike the town, the Grey Feathers declared, is because the town is all "half breed cowboys and no real Indians." "They have no sense of humor," Polly said, "They're all very conservative and they're always serious about everything and to them everything is rodeos, drinking and horses." The Grey Feathers report being regarded as hippies by the town folks because they wear bell-bottom jeans (instead of cowboy Levi's), moccasins and shoes (instead of cowboy boots), and they listen to rock music and traditional Indian music (rather than country and western which is standard fare in this cowboy reservation town.) Leon says he owns the only bow and arrow in town and when he goes out to shoot often draws a crowd who, "look and stare as though they've never seen a bow or arrow before outside the movies."

Both Leon and Polly feel they have had a combination of good and bad breaks in life. Leon says his first bad break was, "just being born and things went downhill from there." He had a drinking problem, he "got busted and jailed" from place-to-place and time-to-time and has a police felony record. Leon says by far his "worst break" was losing his daughter with cancer--that this was the "hardest thing" that ever happened to him, and that he nearly quit Mountain-Plains because "I couldn't handle the loss." Polly recalls her "worst break" as "the trial" (for stabbing her husband) because she almost "went to the pen." Mountain-Plains and his wife, Leon reports, are his "best breaks."

Similarly, Polly reports Leon as her "best break." She had become an alcoholic after her first marriage, Polly says, "and if I was still single I'd sure be drunk today."

Leon says he derives satisfaction from "getting together enough money for a tank of gas," food, and his family. Polly reports, "getting the rent paid" and "having food" satisfy her. Things the Grey Feathers declare they would like to accomplish include a job for Leon, a GED for Polly, and "some way to get to a good town and community with a job, a decent house and food, and money." "We don't want a lot of money," Polly says, "just enough to get by on." (At the time of the interview the Grey Feather's were living on unemployment checks.) The Grey Feathers report they are depressed most when they remember "the old medical and funeral bills."

The Grey Feathers are uncertain they can insure their future--they say it would require "some breaks" but, if they "get some breaks" they feel they could achieve their goals. "If I find a job," Leon remarked, "and hang on long enough to save a little money and get a start it will be okay." What the Grey Feathers want most is "just something to call our own." They have land on their home reservation and hope someday to be able to build a home on it. However, they report, their land is tied up in "legal knots," has been for years, and, Leon says, "sometimes I think it will never be untangled."

Leon sees himself as having improved on a variety of personal variables since attending Mountain-Plains. He is now more punctual, he says, has more self-

confidence and considerably more self-control. Additionally, Leon feels he has more self-knowledge, is more cooperative, that his social contact skills have improved greatly, and that he is currently more ambitious, as opposed to his pre-Mountian-Plains perception of himself.

Polly on the other hand, feels that versus her life before Mountain-Plains she has retrogressed on such work related traits as punctuality, industriousness, cooperativeness, courtesy, and ambition. (However, the interviewer noted Polly was much more courteous than at the time of her Mountain-Plains participation during which she had a reputation for being rather sharp, angry and bad tempered.)

Leon surmised that his improvement in these personal areas was attributable to Mountain-Plains Counseling and Career Guidance. Leon particularly appreciated learning the importance of reading job descriptions in Career Guidance--"to know what was required for a job and whether I could do it," and learning how to best present himself for an interview. His counseling gain, Leon recalled, came about through group sessions whereas "otherwise I would just avoid white people." Although there was one member of his group that Leon positively disliked, nevertheless he "learned to put up with him. I learned to put up with stupid things other people said. I almost never agreed with the others, but finally I got around to allowing the others to have their own opinions. Everybody in the group supported me even when I was mad and wanted to quit--even the ones that I thought were really wrong about their ideas--they supported me too when I had troubles."

Although no quantitative pretest exists, both Leon and Polly indicated very low self-concepts at the time they entered the Mountain-Plains program. Currently Leon's total concept score is at the norm for the population in general and fluctuates on various sub scales. (See Figure 4.) Leon scores at the norm on personal self, family self, and social self, and below the norm on identity, behavior, physical self, and moral/ethical self. His particular self-concept strength appears to be in self-satisfaction where he has apparently learned to accept himself and his weaknesses--he scores above the norm in this area. Overall, Leon's self-concept scores are normitive, only in one case are low scores as much as a half standard deviation above norm. Indeed, Leon's self-concept would appear to be adequate to insure stable employment should jobs be available.

Polly's total self-concept score lies some half standard deviation below the norm--higher than the average for entering Mountain-Plains students and higher than those with chronic employment problems, but below the norm for those experiencing stable employment. Only on personal self-concept does Polly score above the instrument norm. She scores near the norm on identity, behavior, family self and social self and considerably below the norm on self-acceptance, physical self-concept and moral/ethical self-concept. Although Polly's overall self-concept scores are very uneven, the fact of several norm scores seems to indicate that with a little success reinforcement, Polly's self-concept should continue to improve. Her scores would indicate that Polly could probably handle a normal employment situation without difficulty;

although she might experience difficulty on a very demanding job--particularly one which entailed considerable negative interpersonal reinforcement.

EMPLOYMENT

Following his exit from Mountain-Plains, Leon worked as an apprentice electrician wiring housing on the reservation housing construction. As mentioned, some apparent "funny business" in the company's accounting procedures caused a large sum of money to disappear and, as a result, many workers were laid off by the construction company, Leon among them. At the time of his lay off, Leon was earning $4.50 per hour for a forty hour week and averaged some five hours of over-time each week. Polly has not worked since Mountain-Plains, but she was to start a job as seamstress in a local sewing center in about two weeks at $2.00 per hour. Leon was drawing unemployment and seeking work; however the reservation town was very depressed, and the Grey Feathers did not have the resources to relocate. Their income consists of $69 per week in unemployment, and the Grey Feathers are eligible as well for various forms of BIA federal aid/welfare--medical attention, food orders, and commodities. The Grey Feathers do not use food stamps as they are able to obtain commodities from tribal welfare and the money is directed to such necessities as rent and fuel oil.

In rating his most recent employment, Leon was unsure of his feelings about co-workers, thought the salary "very good", the benefits "very bad", the supervisor relations "good", and appreciated the skills used on the job. Un-

certain regarding the over-all environment, he nevertheless felt the company's policies were "very bad." He liked his job, Leon reported, and the thing he particularly liked was "learning new stuff everyday." Things he disliked about the job included his lack of "experience", the fact that he was invariably put to work in attics because he was "the smallest guy" (Leon is very tall and thin), and his co-workers drinking. "At first I humored them and ignored the drinking," Leon said, "but they wanted me to drink with them on the job. I had to keep telling them that I don't drink." (As mentioned Leon is a recovered alcoholic.) Additionally, Leon was troubled by an ongoing "hassle" with the time keeper--Leon says he always came up "short hours"--and was always "getting stuck with all the worst jobs." "At first," Leon recalled, "it made me mad but then I decided that it was okay because I had to learn and it couldn't last forever (being the youngest, newest, and least experienced employee); someday somebody else would be the new man and it'd get better."

Leon appears to have been satisfied with his work and supervision. He rated his work at the 65th percentile and supervision at the 70th on the MMS. (See Figure 1.) He was dissatisfied with other aspects of the job, however, rating the pay at the 15th percentile, promotions at the 30th, and co-workers at the 20th percentile. All test score scales agree with Leon's statements except the pay. Leon verbally reported the pay as "very good" but ranked it objectively on the JDI at only the 15th percentile. Perhaps Leon thought the pay was good but somehow wanted more and consequently ranked it as low.

On job performance Leon was rated poorly by his supervisor. Overall, his supervisor rated Leon at the 12th percentile with specific performance rated at the 20th, conformance at the 35th, dependability at the 5th and personal adjustment at the 35th. However, when asked to rank Leon's overall value he was ranked in the second quartile indicating that Leon was an above average but not exceptional worker. When the employer was questioned about Leon's work he said the quality of work was fair but that Leon's attendance was "not good." He'd usually miss about a day of each week." Leon's attitude when he was there, however, was reported to be good and the supervisor said he was interested in the work and had a good attitude. Although Leon reported disliking his co-workers, the supervisor remarked that he "got along with them average, to better than average." Leon, the supervisor said, was not difficult, "I never had any problems," and overall rated the employee-supervisor relationship as "good." Additionally, his supervisor commented, "Leon tended not to show up and not to explain until later why he hadn't showed up." He said that while Leon was an adeuqate worker, he "really wasn't good enough to recieve the $4.50 per hour he was being paid." Leon required considerable supervision--not because he was "lazy or anything" but there were "a lot of things that he didn't know and that had to be explained." He also reports that Leon had a tendency to "goof off when he wasn't watched" but that this was "not really bad." Leon, the employer said, was "more a helper--not a mechanic," and that while Leon's employment credentials said he could read blueprints "he really couldn't read them very well at all." "Leon always had excuses

for not doing whatever he did not do and for not showing up whenever he did not want to show," the supervisor said. "However," the supervisor cautioned, "Leon wasn't argumentative about it--he just made his excuse and went on." When asked if he would rehire Leon, the supervisor said "yes. Leon was a adequate worker and could develop, but he wasn't worth no $4.50 an hour," and should he rehire him, it would be at a lower rate. This could explain the discrepancy between the supervisor's quartile ranking of Leon (2nd) and his overall rating (12th percentile) on the MSS (Leon was apparently rated versus $4.50 "mechanics" instead of $3.00 "helpers").

RATING THE MOUNTAIN-PLAINS PROGRAM

Both Grey Feathers rated all aspects of Mountain-Plains in which they participated as of "much" or "some value" with the exception that Leon rated English as of "little value" because, he said, his English was "already good," and both Leon and Polly's rating of the Community Development program as of "very little value." (See Figure 5.) The low rating for Community Development stems from the fact that the Grey Feathers did not receive the support they felt they deserved in their dispute with the neighbor. Community Development, they remarked, was either unable or unwilling to arrange a move--they had to go to Counseling to "get pressure put on the administration" in order to obtain permission to move into a different house.

Leon felt that among all of the offerings at Mountain-Plains, consumer education and job training were the most useful. Polly felt that consumer edu-

cation and math were the most useful to her. The Grey Feathers could not rate any aspect as "least useful," however, from the discussion it is clear they felt that Community Development was the least useful component at Mountain-Plains. The aspect Leon thought most valuable about job training was "it helps in applying for jobs because where it asks about training I can put down that I had some." Math, Polly recalled, was useful because she only went to the eigth grade and "didn't really know about any of the math before." Leon reported he did not participate in the work experience program but he says, "I wish I could have. The people I knew that went on work experience really liked it and felt that they learned a lot." Both said they liked consumer education because now they feel as though they can "handle our money and buy stuff a lot better."

Both Leon and Polly rated Mountain-Plains as a very positive influence in their lives. Even knowing all the problems with the "crazy neighbor" and their daughters death they would still probably have chosen, back then, to go to Mountain-Plains. Indeed, Leon says, "it was all worth it."

When asked if the job skills he received at Mountain-Plains were adequate, Leon responded "yes, but just barely." When asked for suggestions in his preparation area--electrical wireman--Leon said "they should teach you more. There was too much paper work that was not relevant to anything that I've ever done on the job. More work is needed on new construction and wiring and less on repairs. More experience was needed on such things as splicing and

connecting box sizes and that sort of thing." Again, Leon emphasized, the "paper work" was irrelevant. (It is interesting to note that the type of "paper work," blueprint reading, is relevant to Leon's work and that his supervisor cited his lack of skill in this area as a basic weakness.) Leon reported a second main problem--apart from the type of curriculum--as "there wasn't enough teachers, you couldn't get questions answered when you needed help."

Polly said she had done receptionist work and typing before and that she did not "learn anything new." However, she said, everything in the business and office preparation area was adequate. The teachers were particularly good and Polly was grateful for the experience because it helped to integrate what she already knew since, "What I know I learned on the job, not in school." Polly had no suggestions but did single out one teacher as "very good."

Leon felt math had been adequate while Polly felt she needed more--there were no specific problems with math, rather, Polly said, it was her daughter's illness and her own pregnancy that prevented her from completing as much as she would have liked. Leon "guessed" that his English was adequate for anything he needed on the job because, "it has never been a strain." Polly said her English had been adequate.

Leon said he would change occupational choices if given the chance but not within what is offered at Mountain-Plains. At Mountain-Plains he had intended to take social and educational services, but found it was closed to new

students when he came and so, "I just sort of happened into electrical." Polly said she would not change from business and office courses she had taken; however, she would like to get into nursing or nursing aide training and "that is what I would have done if it had been available at Mountain-Plains and that's what I will do if I get a chance for more training."

Both Grey Feathers suggest that Career Guidance needs to be more individualized because, "Some people already know some parts but need more time on other parts." For example, Leon and Polly recalled, they were both good at filling out job applications and "things like that" but they needed more information on types of jobs. When asked for Counseling suggestions, Leon and Polly responded that husbands and wives should not be "forced to split up" in Counseling "if they don't want to," that more attention should be paid to confidentiality as material brought out in the group counseling was not kept confidential enough, that "some group members couldn't resist gossiping on the outside," and that students should have more say in picking topics for the group discussions--the counselor should not allow one person to dominate. In his group, Leon reported, there was "one loud mouth that nobody could seem to shut up and all he did was to be negative and go on a binge and bitch and bitch." The counselor," Leon said, "shouldn't make people discuss things like race and civil rights."

Initially Leon was fearful of being thrown into the group situation "with all those white people." However, he said, eventually it was his anger at the

stupidity of the "loud mouth" that brought him out and into the discussions. He feels that "I never changed anyone's mind, but at least I had my say," and he said he finally learned that, "other people have a right to their opinions." His suggestions for Counseling should not be misconstrued, Leon declared; he really "liked it" and felt he "got a lot from it." Finally, he said, "people shouldn't be allowed to talk about sex in the groups or their sex problems." As for himself--and a great many others--such conversations just "weren't acceptable and students shouldn't be allowed to talk about it in the groups. One woman--that's all she ever wanted to talk about!"

The Grey Feathers presented an ideal opportunity for exploring one Mountain-Plains area of apparent failure--the low completion rate of Indian students. Since Leon and Polly did complete the program in spite of several adversities they were asked to comment on why they felt many Indian students did not complete. Drinking was the number one problem, they reported. When drinking, people, "didn't give a damn about outside consequences and they only cared about their parties." This, Leon added, causes marriage problems because, "when you get drunk, the other fellow's wife starts looking a lot better." Many Indians, Leon said, could not cope with being off of the reservation, and some did not speak English well. When the interviewer asked for clarification of the language problem, Leon said, "when an Indian messes up he feels very, very dumb and inferior." "On the reservation," Leon said, "I don't have to be on time or even get there. This is really a

big difference there from on the reservation. At Mountain-Plains everybody expects you to be there and on time!" Many Indians on reservations, Leon surmised, had become too dependent on "BIA" assistance. "That's why Indians claim money problems even though they are making more dollar money than they did on the reservation. They don't know how to manage the money and there're no relatives to borrow from at Mountain-Plains." Also, he said, Indians take for granted certain fringe benefits--like free medical attention and the availability of commodities--and "don't plan without them."

Finally, Leon and Polly felt that child care was a big problem for Indian families. He recalled, "Many of the baby-sitters that Mountain-Plains farm children out to was prejudiced against the Indians and so they neglected Indian babies. There was enough of this going on that even when children were not being neglected by the baby-sitters the mothers worry about them." Leon added he did not know how the problem could be resolved because "Indians tend to worry about their children anyway."

INTERVIEWER COMMENTS

The interviewer had known the Grey Feathers during their stay in the program. In fact, the Grey Feathers had visited the interviewer's home several times. The most dramatic current change is in Polly. She had a reputation for being solemn, reserved, and uncooperative--she seldom spoke. In the follow-up interview, Polly was observed to be just the opposite--warm, friendly, open and obviously happy to see someone from Mountain-Plains.

Psychologically, the Grey Feathers appear well adjusted. The marriage is very strong, they draw great support from each other, and the children are happy and healthy. Leon seems to have lost some of his own prejudices and appears much better able to deal with the prejudice he finds in the world than he was prior to Mountain-Plains. In short, Leon is no longer afraid of "white people."

The Grey Feathers are obviously out of step with their community. Their interests are interpersonal, and intellectual, while the fueling ethic of the community is "cowboy rodeo." Although the Grey Feathers are in many ways "average," and perhaps even a little "straight" they are perceived in the community as "hippies."

Leon has retained some of his old tendencies to evade and manipulate. This was evident in the fact that Leon had an excuse for everything, and that his employer reported Leon as always having a reason/excuse when things did not go right.

Leon is an "intellectual" type, loves to talk issues and read, and it is doubtful he will ever be "supermotivated" on any kind of manual task. Clearly, Leon's initial intention to enroll in social and educational services at Mountain-Plains would have been an ideal choice if the program had still been available to him. The only thing Leon reports really liking about electrical work was the fact that he was "learning things everyday on the job." Ap-

parently, Leon needed guidance into a less "manual" and more "mental" area which would have been more appropriate. It is the interviewer's opinion that Leon will eventually get a job and that he will do adequate-to-well on that job, but that he will never set the world on fire as his personality seems totally "out of sync" with manual labor.

Leon might be in better condition today if some of the staff had realized that extending excessive sympathy to Leon after the loss of his daughter was not neccessarily in his long range interest. Rather Leon should have been confronted with, and made accountable for, his excessive absences from the program. Well meaning but misguided sympathetic staff were known to "wink" at Leon's absences. Likewise, it appears that perhaps Leon's job skill training might not have evaluated as strenuously as otherwise--evidently he does not possess (as per the interview with the employer) certain skills required before being validated in the electrical area.

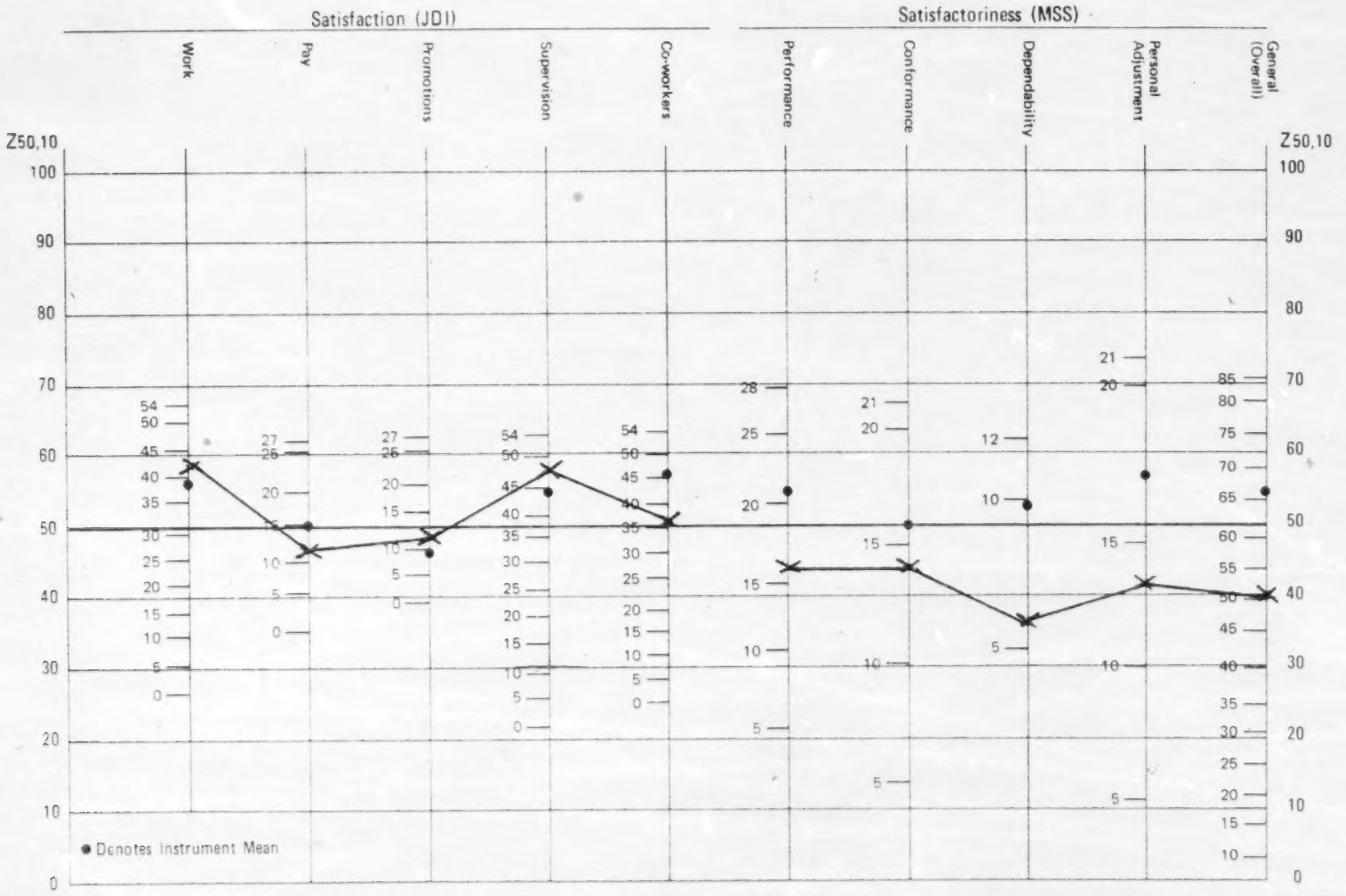
Finally, in assessing the problems that Indian students experience at Mountain-Plains, Leon reached essentially the same conclusions as the Indian Family Task Force Report, namely, that drinking, marital problems, infidelity, English problems, inferiority problems, reservation life style, time pressure, artificial dependence on various BIA welfare type programs, and the mistrust for Mountain-Plains child care, are responsible for much of Indian family failure.

Mountain-Plains appears to have been a partial success with the Grey Feathers.

Both have observedly better interpersonal communication and social contact skill than previous to Mountain-Plains and both seem to have much stronger feelings of self-worth. However, Leon's job skill is marginally adequate and there is some question as to whether Leon's occupation preparation area was suitable to his interests or values, although it does appear to have been consistent with his abilities.

Figure 1

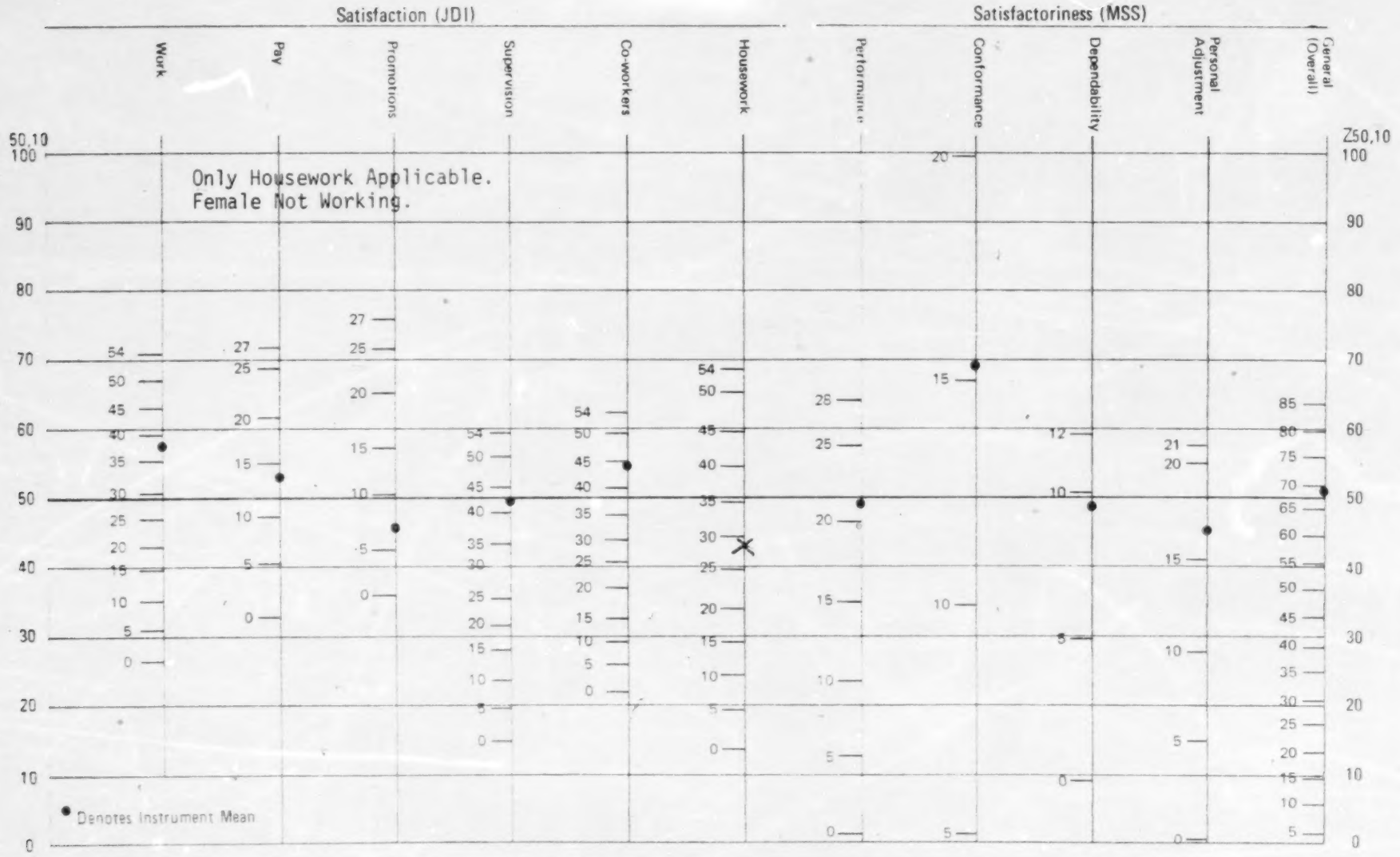
SATISFACTION AND SATISFACTORINESS – MALE



Note: Profile based on entering student scores.

Figure 2

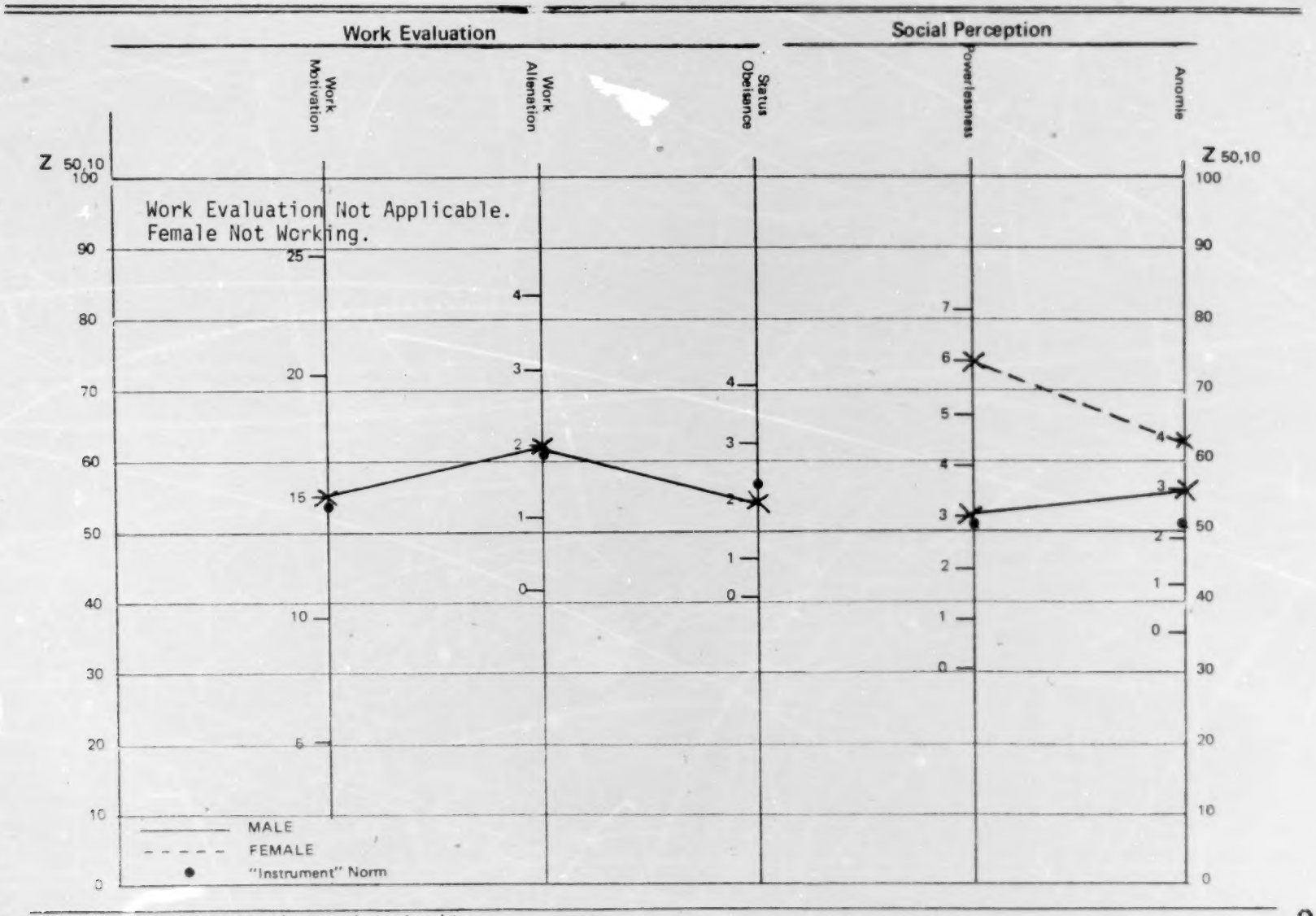
SATISFACTION AND SATISFACTORINESS – FEMALE



Note: Profile based on entering student norms except "Housework" which is based on instrument norm for employment.

Figure 3

MOTIVATION AND ALIENATION

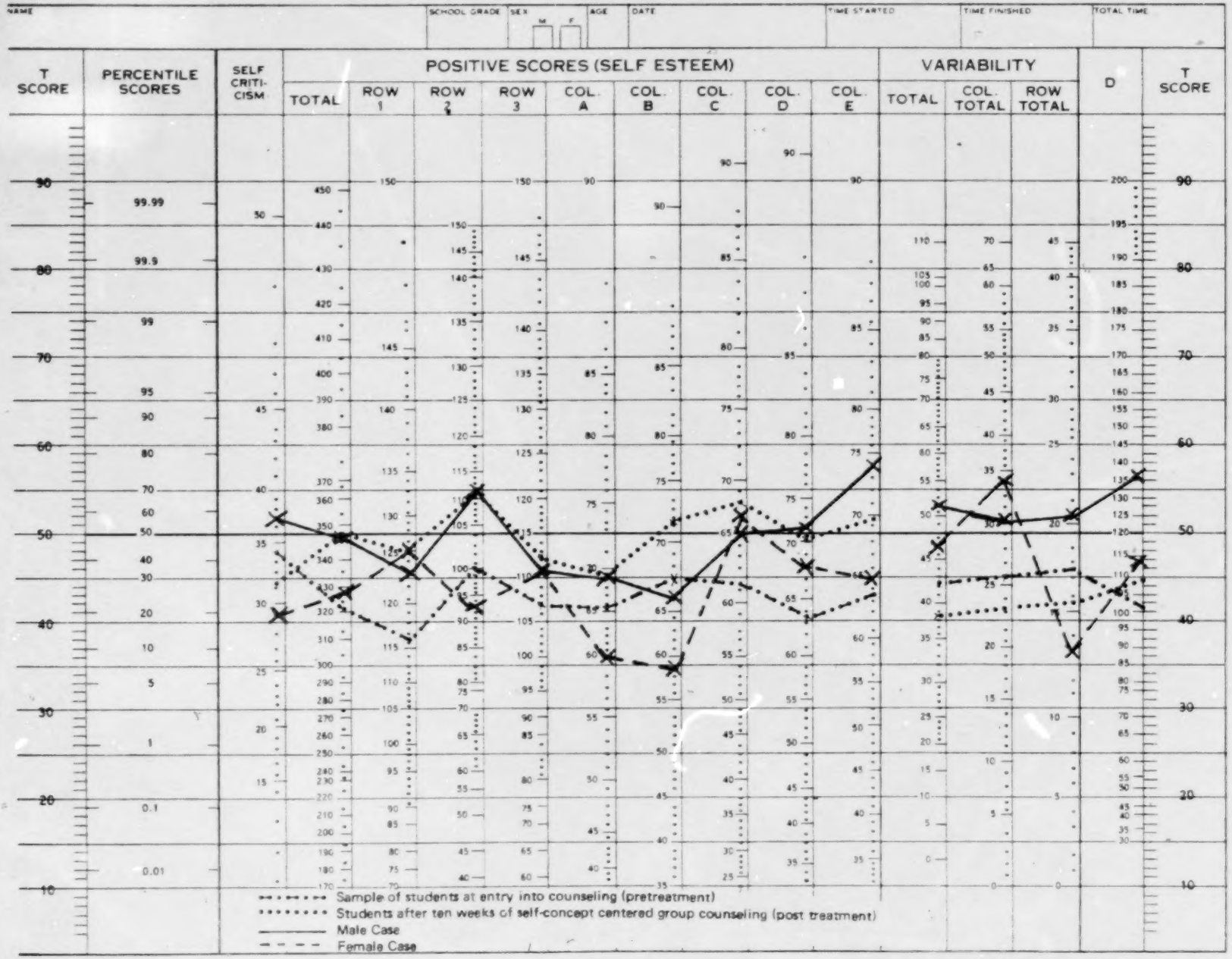


Note: Profile derived from entering student data.

Tennessee Self Concept Scale - Figure 4

PROFILE SHEET

Counseling Form



Note: This is the standard profile sheet for the TSCS.

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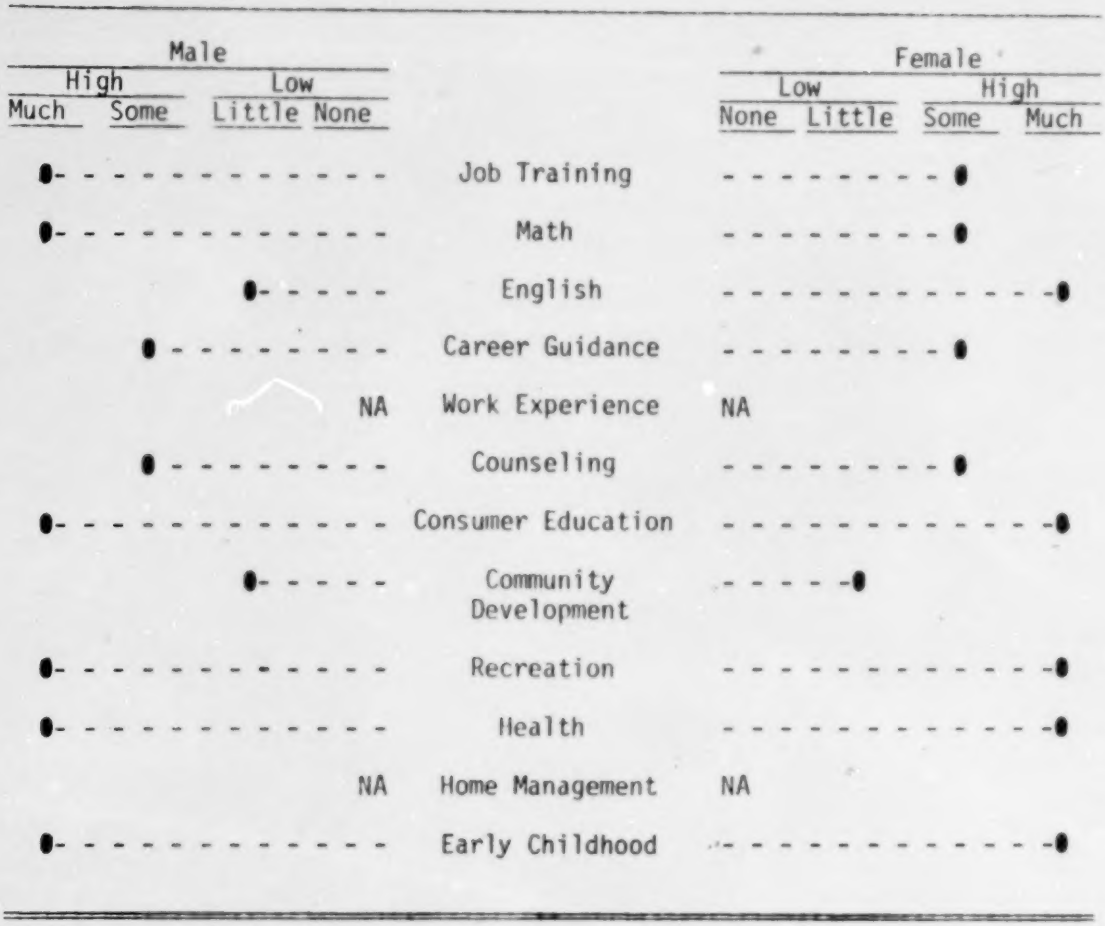

FIGURE 5

UTILITY RATING OF MOUNTAIN-PLAINS PROGRAM ELEMENTS

TABLE 1

SELF RATING OF PERSONAL AND WORK TRAIT CHANGES

Male		Female	
Improved	Regressed	Improved	Regressed
Punctuality			Punctuality
Self-Confidence			Industriousness
Self-Control			Accepts Responsibility(tasks)
Self-Knowledge			Cooperation
Cooperation			Courtesy
Social Contact			Ambition
Ambition			

TABLE 2

GENERAL QUESTIONS

1. "Rate Mountain-Plains as an influence in your life."

	Very Positive	Positive	Neutral	Negative	Very Negative
Male	o				
Female	x				

2. "Knowing what you know now, would you have chosen Mountain-Plains?"

	Definitely Yes	Probably Yes	Don't Know	Probably No	Definitely No
Male		o			
Female		x			

3. "What is your rating for your current life in general?"

	Completely Satisfied	Well Satisfied	Neither Extreme	A Little Dissatisfied	Very Dissatisfied
Male				o	
Female				x	

4. "Rate your success:

		Completely Successful 9	8	7	6	5	4	3	2	1	Completely Unsuccessful 0
The year before M-P."	Male									o	
	Female					x					
Now."	Male						o				
	Female								x		
Five years from now."	Male				o						
	Female			x							